

NATIONAL MENTORING NEWSLETTER

CIVIL AIR PATROL

31 JANUARY 2023
EDITOR-IN-CHIEF: CAPT JOSHUA M. NUSSBAUM



Bryan Cooper to Lead VolU

Col Bryan Cooper, a former Rhode Island Wing Commander with a vast CAP and professional background, was selected last fall to lead Volunteer University as the Civil Air Patrol Chief of Education and Training. He also served as the National Professional Development Officer, NER Character Development Instructor, NER Deputy Chief of Staff for Aerospace Education, NER Director of Recruiting and Retention, RIWG Chief of Staff, RIWG Director of Personnel, and RIWG Director of Administration. Cooper succeeds Col Joe Winter, who served as the Chief since August 2021, and Brig Gen Regena Aye, who served as the inaugural Chief of Education and Training, beginning in August 2020. Col Cooper also served with the National Mentoring Committee, conducting onboarding interviews and training and in quality assurance.



In these roles, Col Cooper been awarded National Moral Leadership Officer of the Year, a Brewer Award, the Air Force Organizational Excellence Award, three (3) Distinguished Service Awards, eight (8) Exceptional Service Awards, 11 Meritorious Service Awards, National Commander Commendation, the Gill Robb Wilson (#729), Command Service Award with Silver Star, Crossfield Award, CAP Crisis Service Award, Earhart Award with Silver Star and Silver Clasp, CAC Ribbon, numerous encampment and NCSA Ribbons, and a cluster for his 20th Find.

His specialty track ratings include master's ratings in Public Affairs, Recruiting and Retention, Command, Personnel, and Aerospace; senior ratings in Cadet Programs, Chaplain, and Administration, and technician ratings in Plans and Programs, Finance, and Inspector General.

In the 4 Oct 22 issue of [PROPS](#), CAP's internal E-newsletter, Col Cooper was quoted saying: "at every step in a CAP career you need education and training... the ET team and I are committed to providing applicable, high-quality, practical, and effective education and training that is accessible to every member."

Congratulations, Col Cooper!



VISION: The National Mentoring Newsletter will educate interested Senior Members in various elements of Mentorship: both within and outside of CAP. It will specifically target those members who have registered as mentees and mentors, and those who hold LV4 and LV5 and are looking for the next challenge on their ET journey.



ACCESSIBILITY: This Newsletter is best viewed on an electronic device with zooming capability. It was not designed to be printed, but it certainly can be.

What is Mentoring?



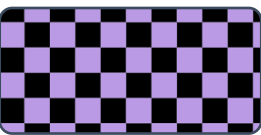
Enabling

- You are setting your mentee up for success.
- Make their job as easy as possible.



Retention

- Many times, people leave CAP (and many other organizations) due to a lack of mentoring.
- It takes time and energy to replace the membership and the knowledge we lose when people leave.



Consistency

- People learn through repetition. Try to explain things in the same (or a similar) way when possible unless your mentee requests otherwise.
- People collaborate better when they know what to expect from each other.



Mutual

- Communication, goals, expectations, and outcomes should all be agreed on when possible.
- Mentoring is not one-sided, so go with teamwork and growth in mind.



Connecting

- Find out what makes your mentee "tick" - and not just inside CAP.
- Most people learn better when they are comfortable with the person teaching them, and they are most comfortable when they are connected through interests, hobbies, cultures, etc.



Accessibility

- Your mentee will have questions. Do your best to answer them in a timely manner.
- Tell your mentee if you will be out of pocket and when you expect to be back.



Using Your Heart

- The best leadership, communication, and lessons are conveyed when we pour our passion and our soul into our work.
- Mentees can tell- just as easily as you can- when you **don't** want to be there.



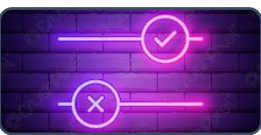
Saying "I Don't Know"

- If you legitimately don't know the answer to something, "I don't know" is a valid answer. It will not harm you to say "I don't know."
- It's always better to say "I don't know" than to guess incorrectly, but try to find the answer.



The Beginning

- Sometimes, the hardest part is just getting started. It might be taking the first step, raising your hand, knocking on a door, or sending an email.
- You have the power to shape the rest of a mentee's career and/or life. Do it purposely.



Integrity

- Do the right thing, even when it is difficult, costs more time, is more expensive, or when nobody is watching.
- Members use integrity as their moral compass, and should lead only toward the best.

From the Editor

Who Were You?

The first thing I do when I meet a mentee is I try to get to know them as a whole person. In the CAP context, I try to get to know them beyond CAP- what their interests are, their professional goals, their other volunteer pursuits, any previous CAP experience, and such.

I think this is important because knowing a person as a whole person, not just a CAP member, can help you explain terms and concepts in their terms, make work relevant for them, and shows your human side. We are not robots in our uniforms and at CAP meetings; rather, we are human beings.

Human beings come with experiences, but they also come with baggage. I took several classes in college where I really did not learn anything because the examples and context were not relevant and did not make sense. But, in other classes where the lesson was something that aligned to my thinking, I went farther.

There is no sense in mentoring someone “halfway.” You want to collaborate with that person to get them to a certain point. When I was a caseworker, I always tried to think like my clients so they could understand what the issue was and how to rectify it.

What’s that part about baggage? I remember one of my elementary school teachers who screamed at me for taking the wrong stairs. There is a certain time, place, and way to correct people, teach them, and convey the message.

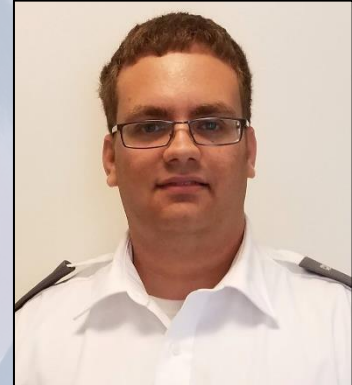
Remember back to when you were the mentee or the student. Think about how your mentors and teachers presented information, corrected mistakes, and inspired you to be better. Did you have any unsung heroes who really shaped you?

Carry the goodness forward, and stop the issues at the door. **That’s how we move CAP forward.**

Semper Vigilans!

-Capt Joshua M. Nussbaum, Editor-In-Chief

“If you are not willing to risk the unusual, you will have to settle for the ordinary.” -Jim Rohn



About the Editor

Capt Joshua M. Nussbaum joined CAP in the PAWG in 2015. He began as an Assistant Squadron Communications Officer, then moved into Deputy Commander for Cadets.

He then commanded the Beaver County Composite Squadron 704 from 2019-2020 before joining the National Mentoring Committee as the Editor-in-Chief for the National Mentoring Newsletter.

He is known nationwide for his work as one of PAWG’s Assistant Directors of ET, where he leads the efforts the PAWG ET Newsletter. He holds LV5 of the ET Program. Professionally, he works in Human Resources.

Volunteer University and Mentoring Team Leadership

Captions go from left to right.

Maj Gen Edward Phelka
National Commander

Brig Gen Regena Aye
National Vice-Commander



Col Bryan Cooper
Chief of Education and Training

Mr. Jared Peregoy
Instructional Designer, NHQ



Lt Col Michael Bryant
Acting Provost

Col Barry Melton
Director of Continuing Education



Col John Knowles
Director of Specialty Tracks

Lt Col Michael Willis
Director of Mentoring



Useful Links

Education and Training

- [Capt Nussbaum's ET Library](#)
- [Air University](#)
- [E-Services](#)
- [Education and Training](#)
- [NHQ Aggregate Calendar](#)
- [Mentoring and Reading List](#)

Volunteer University

- [Volunteer University Home](#)
- [VolU Instructor Application](#)
- [Virtual In-Residence](#)

Mentoring

- [Mentoring Homepage](#)
- [Cadet Member Mentoring](#)
- [Female Leadership Mentoring](#)

CAP Galore

- [CAP Publications](#)
- [CAP Knowledgebase](#)
- [CAP Smugmug \(Photos\)](#)
- [PROPS Newsletters](#)
- [Volunteer Magazine](#)
- [Chaplain Corps](#)
- [Public Affairs Resources](#)

Locations

- [Regions, Wings, and Locations](#)

Emergency Services

- [COVID-19 Info Center](#)
- [FEMA Homepage](#)
- [FEMA Professional Development Series](#)
- [Student ID Login](#)
- [NESA Mobile Training](#)

Miscellaneous

- [CAP Membership Benefits](#)
- [Make Your Own Custom Maps](#)
- [Membership Dues Info](#)
- [Propper](#)
- [Ribbon Rack Builder](#)
- [Ultrathin Ribbons](#)
- [Vanguard](#)

Submissions

Any SM with something loosely related to mentoring may submit to the Newsletter. The table below gives some ideas of what you might submit, but please don't feel limited by what you see.

The Mentoring Newsletter is published on or shortly after the last day of every odd month. It might be delayed due to personal schedules, events, timing of other publications, meetings, etc.

Submissions are due NLT the 15th of that month to be included. Submissions may be edited for length, grammar, spelling, punctuation, flow, layout, etc.

- If we need to make any edits to your submission, we will make reasonable efforts to contact you and alert you before we publish.
- **I will confirm receipt of every request to publish.** If you don't hear back in 24-48 hours, send it again. I don't mind.
- You can **submit your work in any format you wish** (drop box, link, attachment, Word document, Excel spreadsheet, PDF, JPG image, etc.). If I need it in a different format, I will let you know.
- If you miss the due date and still wish to publish, **email Capt Nussbaum anyway.** I will do my best to fit your contribution into the Newsletter.
- **You do NOT need any qualifications to submit content to the Mentoring Newsletter.**

Email: jnussbaum@pawg.cap.gov
Phone: (724) 816-7667 Verizon, call or text

Previous Newsletters and other various CAP ET can be viewed in [Capt Nussbaum's ET Library](#).

Tentative Publication Schedule

| Due Date | 15 Jan | 15 Mar | 15 May | 15 Jul | 15 Sep | 15 Nov |
|--------------|--------|--------|--------|--------|--------|--------|
| Publish Date | 31 Jan | 31 Mar | 31 May | 31 Jul | 30 Sep | 30 Nov |

| Mentoring Newsletter Submission Ideas | | | |
|---------------------------------------|------------------------|---------------------|-------------------|
| • advertisements | • games | • motivational bits | • rubrics |
| • advice | • history | • news | • sample document |
| • articles | • how-to guides | • obituaries | • short cuts |
| • award citations | • ideas | • pictures | • shout-outs |
| • before and after | • infographics | • podcasts | • software ideas |
| • biographies | • inspiration | • presentation tips | • statistics |
| • books | • interoperability | • project ideas | • success stories |
| • case studies | • interviews | • promotions | • surveys |
| • color palettes | • job openings | • puzzles | • templates |
| • critiques | • jokes | • questions/FAQ | • thank-you notes |
| • deadlines | • lessons learned | • quotes | • tributes |
| • E-Services tips | • letter to the editor | • recruiting ideas | • upcoming events |
| • ET Libraries | • links | • resources | • videos |
| • external org'ns | • LV5 capstones | • retention tactics | • VoIU syllabi |
| • Feedback | • memes | • reviews | • war stories |
| • flowcharts | • metaphors | • riddles | |

Mentoring by the Numbers

| Mentee Status | |
|----------------------------------|-----|
| Active | 139 |
| Paired | 0 |
| Waiting to Be Paired | 11 |
| Awaiting Confirmation | 23 |
| Complete | 60 |
| Active and Confirmation | 132 |
| Total in Flight (minus Complete) | 178 |

Cadet Mentoring Initiative

Over the winter, VoIU launched a new [Cadet Mentoring Initiative](#). This is for Senior Members who want to mentor Phase II, III, and IV Cadets. This is a separate application process and mentor pool than the standard [VoIU Mentoring Program](#) that has been in place since 2020. The Cadet Mentoring Initiative allows for Cadets to formally serve as mentors, too!

Similar to the VoIU Mentoring Program, there will be an interviewing, onboarding, and training process for the Cadet Mentors.

Senior Members who wish to serve as Cadet Mentors should meet the following criteria:

- Be a VoIU Mentor or in the process of becoming one
- Have completed TLC Intermediate
- Be very familiar and comfortable with using CAPR 60-2, CAPP 60-11, and CAPP 40-7
- Set a personal example of proper uniforming



Lt Col Beth Dumont, from INWG, is heading the program. She can be reached at elizabeth.dumont@inwg.cap.gov.

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